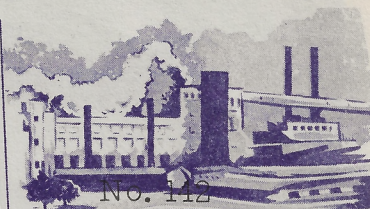


October 6, 1955

Management REPORT



PROMOTIONS for three papermakers were announced this morning (Thurs.) effective immediately. ALFRED PARIS, with 36 years of service, steps up from paper machine room shift foreman - wrapping end, to paper machine day foreman. ADRIAN DOUGLASS, a 30-year man, and GEORGE WHITE, 32 years, paper machine room relief foremen advance to the positions of paper machine room shift foremen - wrapping end.

MERLE CRAIG, bag factory shift foreman on the Weber machines, has earned outstanding recognition for his idea for rendering carbon black bags sift-proof. Final papers in a long and detailed patenting process in which CZ Corporation undertook the full cost and legal effort were delivered to Merle this week. In the meantime, his idea has been in operation in the bag factory; and he has recently received a royalty check of \$2869.50 covering the period since the patent was issued in 1952. Additional royalties of a minimum of \$250 per quarter will be paid to him for the duration of the agreement which can be as long as 17 years from the issue date of the patent. The improvement is patented as a Sift Proof Bag Bottom with patents registered in the United States and Canada. Merle has been at the Camas mill for 27½ years. He graduated with the Fourth Year class of paper school last spring. A survey of the suggestion records revealed that prior to that time Merle had submitted 22 suggestions and all had been adopted.

New attention has been focussed upon patent benefits with last week's announcement that CZ will henceforth pay \$250 for each idea that warrants filing a patent application. The four Camas men, George Bailey, Bob Soden, Howard Rondeau, and Jim McCourt, whose awards were presented last week, are among the 13 CZ men who have already earned recognition under the new patent program.

ROBERT E. ALLEN, 56, millwright in Henry Robertson's maintenance crew, passed away Monday after an extended illness. Services will be held at Victor, Ida., with burial at St. Anthony, Ida. Mr. Allen had been with us for 18 years.

THE FOLLOWING is a portion of a letter received recently by Mr. Gallaway.

"... At a recent meeting of the Directors of the Japan Society of Oregon, a resolution was unanimously adopted. .

WHEREAS the Crown Zellerbach Corporation on June 15 and 16 conducted a tour of their plant in Camas for the officers and cadets of the NIPPON MARU during their visit here in Portland, and

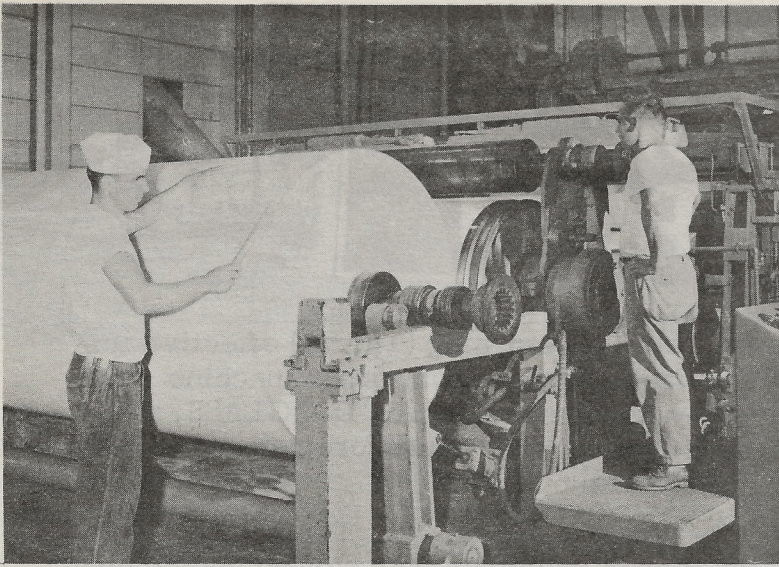
WHEREAS the treatment afforded by the officers and personnel of the Company in connection with this tour was outstanding and most courteous, and

WHEREAS the luncheon and tour of the plant was one of the highlights of the five-day visit to Portland;

THEREFORE BE IT RESOLVED that the Board of Directors of the Japan Society of Oregon at a meeting held August 24 voted unanimously to express the heartfelt thanks of the members of the Society to the officers and staff of the Crown Zellerbach Corporation in Camas for their handling of the arrangements of this tour."

SOMETIMES PEOPLE SAY "What do the mill firemen do when we rarely have a fire?" Chief Koplin gave one answer at foremen's meeting recently when he reported that the crew had finished flushing and checking the 87 outside hydrants and 240 inside hydrants on mill grounds and in buildings. They also cleaned and checked 26,300 ft. of hose which is nearly five miles of hose. There have been 10 reportable fires since Jan. 1 with remarkably low damage. On Sept. 18, the department completed 37-injury-free years.

OFFICERS of Crown Zellerbach Corporation and Pabco Products, Inc. today announced that negotiations are underway for the possible sale of Crown Zellerbach's interest in Fibreboard Products, Inc. to Pabco. Upon completion of the negotiations, the matter will be referred to the boards of directors of CZ and Pabco for approval. Crown Zellerbach and Pabco each own 50% of the voting stock of Fibreboard, a



THE NEW TYPE REEL ON #10 PAPER MACHINE has won approval from these two papermakers. LeRoy Zollo, back-tender, and Jim Repman, machine tender, say that they can now wind larger and neater rolls with more safety and less effort. Only a small amount of pressure is required to move the 9000 lb. roll, reel, and spool along the floor roller conveyor. The new reel has eliminated the hazardous procedure of passing paper from one man to another in threading the machine, thus the safety factor was one of the principal reasons for the installation. Vern Stevens and Don Strain also handle #10 equipment under the direction of Archie Hayes.

* * * * *

CZ PAPER SCHOOL CLASSES are holding the first meetings of the new term this week. The third year class will meet tonight in the MacMaster building at 7:30 to hear Clarence Richen discuss Tree Farms. First and second year classes held their first meetings on Tuesday and Wednesday evenings.

Schedule for next week (October 10-15): First year class - Tuesday, October 11, 7:30 P.M., Central Research auditorium. Speaker, E. P. Stamm, vice president, CZ Corporation - "Logging Operations." Second year class - Wednesday, October 12, 7:30 P.M., Central Research auditorium. Speaker, G. A. Atkins, maintenance supervisor - "Mill Maintenance." Third year class - no meeting. Fourth year class - first meeting, October 13, 7:30 P.M., MacMaster building. Speakers, B. W. Launtz, Western Waxed Paper division; Charles Young, Western Gummed and Coated Products division.

No enrollment figures are available as registration is not yet complete. The faculty for the 1955-56 school year is headed by A. M. Cady, dean; C. A. Enghouse, associate dean, West Linn; P. M. Wilkie, principal. R. R. Morris, O. C. Wheeler, A. W. Neubauer, W. L. Rich, R. G. Stewart, H. L. Ostenson, L. R. Giersch, M. R. Rivers, L. E. Semke, C. T. DeVoe, and Leona Blair, all of Camas, and C. W. Davidson, D. P. Ashton, and W. F. Cyrus, of West Linn, compose the faculty group. Faculty advisors are P. V. Millard, G. D. Bailey, W. C. Jacoby, H. W. Theller, and C. A. Anderson of Camas.

* * * * *

CONGRATULATIONS! No. 3 general maintenance crew, Frank Lehn, foreman, has just completed 5475 days without a disabling injury. This represents approximately 15 years or 450,000 man hours. While there have been several personnel changes on this crew in that time, several of the men have been members of the crew for the entire time. Regular men on this crew at the present time are Frank Lehn, foreman, R. Burns, Don Dunn, George Hanby, Roy Haskins, L. V. Hetrick, D. R. Hewett, Floyd Jenner, M. G. Johnson, Fred Koski, Russell Morgan, Ula Morris, and H. Wooldridge.

* * * * *

THE PACIFIC COAST ASSOCIATION OF PULP AND PAPER MANUFACTURERS, of which the Camas mill is one of the largest operations, has received notice that it has qualified for the National Safety Council's Association Award. The letter of notification stated

"Your well-balanced safety activities and more important, the results achieved, speak highly for the interest and effort of the officers and staff which guided your program. Your fine record should inspire other associations to develop equally beneficial safety programs. Our heartiest congratulations to you, to your officers, and to all your members for your fine contribution to safety in industry."

* * * * *

OUR 41-DAY INJURY-FREE PERIOD ended Tuesday when Elmer Nelson, bag factory, lost the little finger on his right hand. He was adjusting the paste applicator on a Weber machine when he caught his finger in the gear. On September 30 the bag factory had operated